

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

- CLOSING DATE** : 07 July 2023 at 16:00
- NOTE** : The application must include only completed and signed new Z83 Form, obtainable from any Public Service Department or on the Department of Public Service and Administration (DPSA) website link: <https://www.dpsa.gov.za/newsroom/psvc/> and a detailed Curriculum Vitae. Certified copies of Identity Document, Grade 12 Certificate and the highest required qualifications as well as a driver's licence where necessary, will only be submitted by shortlisted candidates to Human Resources on or before the day of the interview date. Failure to do so will result in your application being disqualified. Foreign qualifications must be accompanied by an evaluation report issued by the South African Qualifications Authority (SAQA). It is the applicant's responsibility to have all foreign qualifications evaluated by SAQA and to provide proof of such evaluation report (only when shortlisted). All shortlisted candidates will be subjected to a technical exercise that intends to test relevant technical elements of the job, the logistics of which will be communicated by the Department. Following the interview and technical exercise, the selection committee will recommend candidates to attend a generic managerial competency assessment in compliance with the Department of Public Service and Administration (DPSA) Directive on the Implementation of Competency Based Assessments. The competency assessment will be testing generic managerial competencies using the mandated DPSA SMS competency assessment tools. Applications: Please ensure that you submit your application before the closing date as no late applications will be considered. If you apply for more than 1 post, please submit separate applications for each post that you apply for. Due to the large number of applications we envisage to receive, applications will not be acknowledged. Should you not be contacted within 3 months of the closing date of the advertisement, please consider your application to be unsuccessful. Should, during any stage of the recruitment process, a moratorium be placed on the filling of posts or the Department is affected by any process such as, but not limited to, restructuring or reorganisation of posts, the Department reserves the right to cancel the recruitment process and re-advertise the post at any time in the future. Important: DALRRD is an equal opportunity and affirmative action employer. It is our intention to promote representivity in DALRRD through the filling of posts. The Department reserves the right not to fill a position. Shortlisted candidates will be required to be available for assessments and interviews at a date and time as determined by the Department. All shortlisted candidates will be subjected to Personnel Suitability Checks. The successful candidate will be subjected to undergo security vetting. DALRRD will conduct reference checks which may include social media profiles of the shortlisted candidates. Applicants must declare any pending criminal, disciplinary or any other allegations or investigations against them. Should this be uncovered during / after the interview took place, the application will not be considered and in the unlikely event that the person has been appointed such appointment will be terminated. The successful candidate will be appointed subject to positive results of the security clearance process. The successful candidate will be required to enter into an employment contract and sign a performance agreement with the Department. All applicants are required to declare any conflict or perceived conflict of interest, to disclose memberships of Boards and directorships that they may be associated with.

OTHER POSTS

- POST 21/01** : **DATABASE ADMINISTRATOR REF NO: 3/2/1/2023/426**
Directorate: Information Communication Technology (ICT) Service Management
This is a re-advertisement, applicants who applied previously are encouraged to re-apply.
- SALARY** : R811 560 per annum (Level 11), (all-inclusive remuneration package to be structured in accordance with the rules for MMS)
- CENTRE** : Gauteng (Pretoria)

REQUIREMENTS : Applicants must be in possession of a Grade 12 Certificate and National Diploma in Computer Science / Engineering / Information Technology (IT). Relevant Microsoft and / or Oracle database certifications. Minimum of 3 years junior management experience in Information Management, Database Administration experience, and LINUX / UNIX Administration experience. Job related knowledge: Programming Language / Structured Query Language (SQL). Knowledge of Oracle 10g /11i /12c and Microsoft SQL 2012 / 2014 / 2016. Tuning and troubleshooting Database instances. Installing databases on Windows / Linux / UNIX. Experience configuring and maintaining highly scalable environments. Knowledge of Oracle Real Application Clusters (RAC) and Microsoft SQL Server Always on. Knowledge in Oracle and Microsoft SQL backup / Recovery Methodologies and strategies. Job related skills: IT skills, Communication skills (written and verbal), Teamwork and negotiation skills, Troubleshooting and Problem-solving skills, Analytical skills and Organisational skills. A willingness to learn about new developments. Ability to work tight deadlines and under pressure.

DUTIES : Manage the Database Administrator (DBA) team. Oversee the database administrators. Prepare technical management reports on system performance and problems. Roadmap and update technologies and ensure that the team is up to date with technologies. Create, maintain and administer all databases required for development, testing, and production. Install database software and any other tools that access the database. Do database health check. Migrate data. Perform database upgrades. Apply security and version patches. Maintain internal database storage. Performs the capacity planning required to create and maintain the database. Troubleshooting errors. User creation and access control. Provide database to development team according to requests. Planning along with the application developers and system administration, to ensure that any new product usage or release upgrade takes place with minimal impact. Plan and implement backup and recovery processes of database. Advise the backup team on the database that must be backed up. Device backup strategy. Facilitate the implementation of backup strategy. Perform database backups, restores and recovery. Implement and enforce security for all databases. Creating and administering user profiles. Grading optimum privileges to user in line with their responsibilities. Database access control. Implement standards to ensure that all application design and code are produced with proper integrity, security and performance. Performance tuning. Manage sharing of resources amongst applications. Define and implement the physical and logical database design. Provide a strategic database direction for the organisation. Enforce and maintains database constraints to ensure integrity of the Database. Evaluates releases of database and its tools, and third-party products to ensure that the sites are running the products that are most appropriate.

ENQUIRIES : Ms P Lekgau Tel No: (012) 312 9816
APPLICATIONS : can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Pretoria or to Agriculture Place, 20 Steve Biko (formerly Beatrix) Street, Arcadia, Pretoria, 0001

NOTE : Coloured and Indian males and Coloured, Indian and White females and Persons with disabilities are encouraged to apply.

POST 21/02 : **SCIENTIST PRODUCTION (GRADE A - C) REF NO: 3/2/1/2023/425**
Directorate: Land and Soil Management

SALARY : R687 879 – R1 035 084 per annum, (The salary will be determined in accordance with the OSD)

CENTRE : Gauteng (Pretoria)

REQUIREMENTS : Applicants must be in possession of a Grade 12 Certificate and a BSc (Hons) Degree in the Natural Sciences / Natural Agricultural Resources (specializing in Soil Science, Botany, Agricultural Science or Ecological Science) or relevant qualification. Compulsory registration with South African Council for Natural Scientific Professions (SACNASP) as a Professional Natural Scientist. Minimum of 3 years' post qualification Natural Scientific experience. Job related knowledge: Advanced knowledge and understanding of the natural agricultural resources of South Africa, the protection and long-term sustainable use thereof within a set of related systems. Broad knowledge and understanding of national and international natural agricultural resource, sustainable land use and data policies, conventions, legislations, regulations,

norms and standards. Broad knowledge and understanding of research, research principles, methodologies and approaches used for natural agricultural resources / sustainable land use. Knowledge of stand-alone, mobile and internet based Geographic Information Systems, applications and tools including the principles, concepts, modelling and software packages used. Knowledge regarding the methodologies / formats used and the application thereof in the development of user requirements, system specifications and test cases. Knowledge to develop and present training courses on the use data, information and systems (including GIS) and the interpretation / limitations and use of available data. Knowledge on effective stakeholder management including leadership, consultation, negotiation and development. Knowledge on effective management of personnel, Human Resource matters and assets, this also includes effective project management. Knowledge of relevant computer equipment, hard and software. Job related skills: Geo-data collection, verification, analysis and modelling, interpretation, visualisation and publishing with regard to: Land capability, Land suitability, Agricultural potential, Agricultural ecological and land-use zones, Land use systems and practices. Conservation status of the natural agricultural resources. Formulation, interpretation and implementation of related policies, legislation, strategies and standards. Analytical and critical / strategic thinking, monitoring, analysis, report writing, communications and presentation skills including: Verbal and electronic exchange of information, National as well as international verbal presentations on complex topics, Complex scientific memos and reports, Scientific publications, Governance related motivations and project management. Planning, organisation, execution, maintenance and problem solving pertaining to GIS, research, training and advisory projects. Ability to develop and present training courses on the collection, management and use of geo-referenced data, information and knowledge. Development of user and system requirements, in the absence of established frameworks, based on research and user needs. Ability to manage personnel, knowledge and change. Computer skills. Customer focus and responsiveness. Willingness to work extended hours and to travel. A valid driver's licence.

DUTIES

: Develop and implement national policy, regulatory, strategic and administrative frameworks / systems to manage the collection, use and preservation of data, information and knowledge required for the planning, management and sustainable use of the natural agricultural resources. Develop relationship and collaborations with Provincial, National, Regional and international counterparts. Provide input and develop policies, legislation, strategies and administrative systems to ensure the collection, analysis, dissemination, use and archiving of data, information and knowledge. Evaluate and monitor the effectiveness, efficiency of and compliance with policies, legislation and administrative systems and guide the setting of scientific standards, specifications and service standards. Provide expert support and advice to stakeholders. Develop and apply scientific / technical methodologies, procedures and standards to ensure the availability and use of geo-referenced data, information and knowledge, monitor the efficiency thereof and evolve with new technology. Develop relationships and collaborations with Provincial, National, Regional and international counterparts. Design scientific methodologies, procedures and standards for and ensure the collection, analysis, dissemination, use and archiving of scientific data and information. Present and exchange scientific data, information and knowledge at national, regional and inter-national forums. Evaluate and monitor the efficiency / impact of methodologies, systems, standards and the accuracy of data and information. Provide expert support and advice to stakeholders. Manage research programmes / projects and conduct research in order to deliver the data, information and knowledge required for the planning, management and sustainable use of the natural agricultural resources. Lead, co-ordinate and conduct basic (fundamental) and applied research. Liaise with relevant bodies / councils on science-related matters. Ensure knowledge generation and dissemination. Formulate and evaluate research proposals. Review scientific reports and publications. Compile research reports, publish and present research findings. Source funding for research projects. Develop human resources effectively and efficiently. Continuous own professional development to keep up with new technologies and procedures. Mentor, train and develop scientists and others to promote skills / knowledge transfer and adherence to sound scientific principles and code of practice. Supervise

- scientific work and processes. Manage the development and performance of staff.
- ENQUIRIES APPLICATIONS** : Ms RL Bosoga Tel No: (012) 319 7686
: can be submitted by post to: Private Bag X833, Pretoria, 0001 or hand delivered during office hours to: 600 Lilian Ngoyi Street (formerly known as Van der Walt Street), Pretoria or to Agriculture Place, 20 Steve Biko (formerly Beatrix) Street, Arcadia, Pretoria, 0001.
- NOTE** : African, Coloured and Indian Males and African, Coloured and Indian Females and Persons with disabilities are encouraged to apply.
- POST 21/03** : **SURVEY TECHNICIAN (GRADE A – C) REF NO: 3/2/1/2023/427**
Directorate: Mapping Services
- SALARY** : R353 013 – R513 117 per annum, (The salary will be determined in accordance with the OSD)
- CENTRE** : Western Cape (Mowbray)
- REQUIREMENTS** : Applicants must be in a possession of Grade 12 Certificate and a National Diploma in Survey or Cartography (NQF Level 6). Compulsory registration with South African Geomatics Council as a Survey Technician / Surveyor. Minimum of 3 years' post qualification technical (Survey) experience. Job related knowledge: Programme and Project Management, Survey Design and analysis knowledge, Research and Development, Computer-aided survey applications, knowledge of legal compliance, Technical report writing and Creating high performance culture. Job related skills: Decision making skills. Team leadership skills. Analytical skills. Creativity skills. Self-management. Financial management skills. Customer focus and responsiveness. Communication skills (verbal and written). Computer literacy. Planning and organising skills. Conflict management skills. Problem solving and analysis skills. People management skills and Innovation skills. A valid driver's licence.
- DUTIES** : Provide technical survey services and support. Provide technical services in terms of examination, maintenance, archiving and information supply of survey documents and submit for evaluation / approval by the relevant authority. Perform surveys and survey computations. Promote safety in line with statutory and regulatory requirements. Evaluate plans, existing technical manuals, standard drawings and procedures to incorporate new technology. Provide Geographic Information System (GIS), mapping and information supply services. Perform administrative and related functions. Provide inputs into the budgeting process and compile and submit reports as required. Provide and consolidate inputs to the technical survey operational plan. Develop, implement and maintain database. Supervise and control Candidate Survey Technician / Officers and related personnel and assets. Conduct research and development. Render continuous professional development to keep up with new technologies and procedures. Research / literature studies on technical survey technology or new survey techniques to improve expertise. Liaise with relevant bodies / councils on survey-related matters.
- ENQUIRIES APPLICATIONS** : Mr Y Rasonti Tel No: (021) 658 4300
: can be submitted by post to: Private Bag X10, Mowbray or hand delivered during office hours to: 14 Long Street, 5th Floor, Cape Town, 8001.
- FOR ATTENTION NOTE** : Human Resource Management
: African, Coloured, Indians, White Males and African and Indian Females and Persons with disabilities are encouraged to apply.